

**LETTER OF UNDERSTANDING
BETWEEN DEARBORN BOARD OF EDUCATION
AND
DEARBORN FEDERATION OF TEACHERS**

AUTISM SPECTRUM DISORDER (ASD) TEACHER RECRUITING

The Dearborn Board of Education (hereinafter referred to as the Board), and the Dearborn Federation of Teachers (hereinafter referred to as the DFT), the above mentioned parties agree as follows:

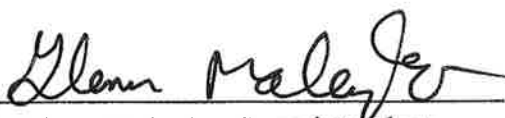
The vast reduction in the supply of the Special Education Center-based Program teacher pool has greatly reduced the ability to recruit and retain quality teachers. In order to attract and retain experienced ASD teachers, the District agrees to paying the following bonus for current DFT unit members teaching in an ASD classroom and newly hired ASD teachers that commit to teaching in an ASD classroom for a minimum of five years. Teachers enrolled in the ASD Tuition Reimbursement Program are also eligible to receive the ASD bonus. Regardless of the number of years a current DFT unit member has taught in an ASD classroom he/she will begin on "Year 1" of the bonus schedule below. The bonus will be paid June of each year.

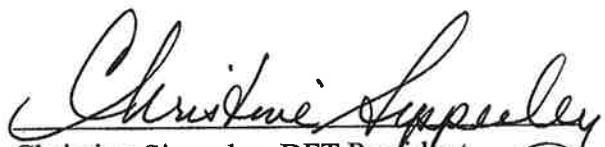
Year 1:	\$1,000 bonus
Year 2:	\$1, 250 bonus
Year 3:	\$1, 500 bonus
Year 4:	\$1, 750 bonus
Year 5:	\$2, 000 bonus
Year 6:	\$2, 250 bonus
Year 7:	\$2, 500 bonus

This Letter of Agreement is effective for seven years (2017-18 through 2023-24). At the conclusion of the seventh year, the District and the DFT will collaboratively evaluate the effectiveness of the bonus incentive and the current state of ASD teacher recruitment and retention. This collaboration will be used to determine if this agreement will be renewed.

For the Board of Education
Of the School District of the
City of Dearborn

For the Dearborn Federation of Teachers


Dr. Glenn Maleyko, Superintendent


Christine Sipperley, DFT President

9/15/17
Date

9/17/17
Date